



Delaware Army National Guard

Active Guard Reserve (AGR)

Position Vacancy Announcement

SECTION I: ADMINISTRATIVE

Authority: Title 32 USC 502(f), AR 135-18, NGR 600-5

Position Title: Recruiting and Retention NCO	Vacancy Number: 01-AR-21	Open Date: 16-SEP-20	Close Date: 15-OCT-20
MOS/Branch Required: 00F	FTM PARA/LIN: 400A/18	MIL PARA/LIN: 008B/04	Minimum Grade: E4 Maximum Grade: E7
AGR BRANCH CONTACT INFORMATION		DUTY LOCATION	
Email: NG.DE.DEARNG.MBX.HRO-AGR@MAIL.MIL Telephone: (302) 326-7806 or (302) 326-7807		DEARNG Recruiting and Retention Battalion Newark, DE	

SECTION II: AREA OF CONSIDERATION

- ☐ Zone 1 Restricted Statewide (On-Board DEARNG Active Guard Reserve (AGR) Soldiers Only)
- ☐ Zone 2 Unrestricted Statewide (DEARNG AGR & DEARNG Traditional Soldiers)
- ☒ Zone 3 Nationwide (DEARNG AGR/Traditional Soldiers & those eligible to become a member of the DEARNG)

SECTION III: DUTIES AND RESPONSIBILITIES OF POSITION

The Strength Maintenance NCO recruits personnel for military service in the Army National Guard. Contacts, interviews, and advises civilian personnel leading to obtaining qualified applicants for enlistment into the Army National Guard. Contacts representatives of schools, public officials, personnel managers, parents of prospective applicants, religious and civic leaders and others to present the Army National Guard as an employment and career opportunity. Presents formal and informal talks on advantages of the Army National Guard (ARNG) at civic and service organizations and student bodies. Distributes and displays recruiting publicity material. Discusses individual aims and goals. Explains Army National Guard benefits including medical care, dependent's allowance, reenlistment bonus, retirement pay, military/civilian educational opportunities, travel, recreational benefits, and similar programs. Explains occupational and organization structure of ARNG to applicants, parents, and interested groups of individuals.

SECTION IV: MINIMUM PROGRAM ENTRY REQUIREMENTS

For initial entry and subsequent retention in the Full-Time Military Title 32 Section 502(f) Active Guard Reserve (AGR) Program, applicant must meet and maintain the qualifications below and other standards IAW NGR 600-5, AR 135-18, AR 40-501, AR 600-9, AR 600-10, and other regulations.

- Be a member of or eligible to become a member of the Delaware Army National Guard
- Have completed initial entry training and be currently qualified in any Army MOS
- Possess the required MOS or have the potential to become MOS qualified within 12 months of hiring date
- SSG and above not MOS qualified must voluntarily request reduction to SGT prior to being hired
- Noncommissioned officers must be professional military education qualified for their current grade
- Not have received a referred OER within 36 months nor failed to be selected by last DA Promotion Selection Board
- Be at least 18 years of age and less than 55 years of age for initial entry. Passed an Army Physical Fitness Test (APFT) within 6 months of date of hire
- Able to complete a three (3) year initial tour prior to the earlier of reaching 18 years Active Federal Service or the date of mandatory removal from an active status based on age, rank, or service
- Possess the valid security clearance required for the grade, MOS/AOC, and duty position
- Meet medical fitness standards for retention per AR 40-501 and any other position specific medical requirements
- Be medically certified drug free and tested negative for human immunodeficiency virus (HIV) within the last 24 months
- Meet the body composition standards prescribed in AR 600-9
- Meet medical standards prescribed by AR 40-501, Chapter 3
- Have a favorable Periodic Health Assessment (PHA) in accordance with (IAW) AR 40-501 conducted within last 12 months
- Not be under suspension of favorable personnel actions (flagged) per AR 600-8-2 or barred from reenlistment
- Eligible for reenlistment or extension per NGR 600-200. Selected individual must extend their ETS for a period equal to the initial AGR tour
- Meet the eligibility requirements for AGR service under the provisions of AR 135-18 and NGR 600-5
- Selected applicants must pass further medical screening prior to being hired

The Delaware National Guard is an equal opportunity employer and prohibits employment discrimination on the basis of race, color, and national origin as such all applications for this position will receive equal consideration.



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SECTION V: INSTRUCTIONS FOR APPLYING.

All applications will be sent to the DENG HRO-AGR Office via email. Failure to submit all required documents as outlined below will result in your application not being considered for employment. A lack of required documentation requires the applicant to submit written justification to certify the eligibility.

The documents listed will be submitted as a minimum where applicable. If any of the required documents are not reasonably available to you, a brief letter will be submitted citing the document missing with a short explanation necessary to certify the Soldier as eligible. Applicants from other services may submit equivalent information using service specific formats. Failure to provide information may result in a finding of ineligibility and may cause the applicant to lose consideration for the position.

- DNG AGR Applicant Packet Checklist
- DNG Applicant Point-of-Contact Data Form
- NGB Form 34-1 (Application for Active Guard/Reserve (AGR) Position)
- Most recent Individual Medical Readiness (IMR) Record. The IMR must be dated within the last 12 months to be valid
- RCAS APFT history report or DA Form 705 documenting last 3 physical fitness tests. Last entry must be dated within 6 months of announcement closing date
- Current Physical profiles (DA Form 3349) for medical and physical limitations (If applicable)
- Certified Officer/Enlisted Record Brief (ORB/ERB)
- Security Clearance Verification Memorandum
- Current Retirement Points Accounting Management (RPAM) Statement (NGB Form 23B (Army National Guard Retirement Points History Statement)). For other services, equivalent retirement points statement
- Certificate of Release/Discharge (DD Form 214, DD Form 220, DD Form 215, or DD Form 1506, if applicable)
- Standard Form 181 (Ethnicity and Race verification)
- Copy of state and military driver's license
- RCAS Weight Control History Report. Last entry must be dated within 6 months of announcement closing date (Attach DA Form 5500-R or DA Form 5501-R if applicable)
- Last three (3) Officer/Noncommissioned Officer Evaluation Reports (OER/NCOER)
- Letters of recommendation (mandatory for E4 or below)
- DA Photograph in military uniform taken IAW AR 640-30 (E6 and above only)
- Professional Certifications, Resume, or Biographical Sketch (optional)

SECTION VI: IMPORTANT NOTES REGARDING COMPLETION AND SUBMISSION OF YOUR APPLICATION

- Blank forms can be located on the Delaware National Guard GKO site (<https://states.gkoportal.ng.mil/states/DE/hro/agr/SitePages/Home.aspx>) and the Delaware National Guard Website (<https://www.de.ng.mil/join/full-time/>)
- Applications must be typed or printed in legible dark ink, signed and dated. Incomplete application packages (i.e. failure to explain "yes" answers in Section IV on the NGB 34-1) will not be processed for board consideration.
- Applications will be submitted to NG.DE.DEARNG.MBX.HRO-AGR@MAIL.MIL as one (1) attachment **no later than 1630 on the closing date of the announcement.**
- Failure to follow the instructions in this announcement will result in packet disqualification.
- Individuals selected for positions should not quit their current job or enter into any contractual agreements with lending institutions, etc. until AGR orders have been published by the HRO-AG office.
- Any falsification of the eligibility requirements will result in immediate release from the AGR Program

SECTION VII: SIGNIFICANT INFORMATION PERTAINING TO THIS POSITION

- Security Clearance: Must have or be able to obtain the level of security clearance required by applicable regulations and directives but not lower than SECRET.
- Driver's License: Must possess state driver's license and be qualified to operate military vehicles which are organic to the unit.
- Applicants in the rank of E4 must have at least 3 years time in service and be a graduate of Basic Leader Course (BLC).
- Must submit Live Scan Authorization and DD Form 369 (Police Record Check) with application.
- Most DEARNG applicants will be hired once a clean state level Position of Significant Trust and Authority (POSTA) screening is completed. All others must complete national level POSTA screening prior to being hired.
- Failure to pass the national level POSTA screening, or becoming ineligible to occupy a POSTA, will result in immediate removal from the AGR program.
- Applicant must have a minimum score of 110 in aptitude area GT. This requirement is waivable with GT score of 100 or GT score of 95 or higher with an ST score of 95 or higher.
- Successful applicants will be placed on an Order of Merit List (OML) for consideration for vacancies that may occur for 180 days after the interview board date. Multiple positions may be filled from this single board and resulting OML.

SECTION VIII: LENGTH OF TOUR/PROBATIONARY PERIOD

AGR Soldiers will not be promoted into a position other than the one they were hired for nor reassigned during the first 18 months of their initial tour except in the event of mobilization, force structure changes, or command directed reassignments. All AGR Soldiers will be evaluated for their potential for continued active service during their initial three (3) year probationary period. During this probationary period, the DEARNG may terminate the individual's employment for any reason. Soldiers who do not achieve an acceptable level of performance may be released IAW NGR 600-5. Soldiers who voluntarily separate from the AGR Program are not eligible to re-enter for one year from date of separation.